RACISM

26TH ASG Equal Opportunity Office

OVERVIEW

- Key Terms
- Development of Racism
- Conforming to the Norms
- Allport's Levels of Intensity
- The Control Diamond and Racism
- Historical Aspects
- Recurring Themes

OVERVIEW (Cont)

- Minority Positions and Restrictions
- Racial Problems Continue
- Adverse Effects
- Strategies Used to Combat Racism
- Bottom line
- Final Thought
- Summary

RACE

A division of human beings identified by the possession of traits that are transmittable by descent and that are sufficient to characterize persons possessing these traits as a distinctive human genotype.

RACISM

Any attitude or action (conscious or unconscious) of a personal or institutional structure that subordinates an individual or group because of skin color or race.

RACISM (TWO TYPES)

- **PERSONAL/INDIVIDUAL - Prejudicial beliefs and discriminatory behavior of a bigot against an individual or group. Normally based on assumptions of superiority and inferiority.**

- **INSTITUTIONAL- Policies, practices, actions & procedures of an organization that restrict the opportunities of an individual or group and violate statutory laws.**

DEVELOPMENT OF RACISM

- **Contact** - ATTITUDES AND RACIAL THINKING TOWARDS MINORITIES
- **Social Visibility** - DISCRIMINATION BASED ON THE PHYSICAL APPEARANCE OF ANOTHER GROUP
- **Unequal Power** - EXERCISING POWER AND DOMINATION OF WEAKER GROUPS BY MAINTAINING CONTROL OF THE MILITARY, COURTS, POLICE, FEDERAL, CITY, AND STATE GOVERNMENTS

DEVELOPMENT OF RACISM

- **Ethnocentrism** - MEMBERS OF A GROUP VIEW THEIR OWN GROUP AS "RIGHT" ALL OTHER GROUPS ARE STRANGE AND DEVIANT
- **Competition** - STRIVING AND COMPETING FOR THE SAME RESOURCES
- **Mass Media** - MEDIA FORGES GENERALLY NEGATIVE IMAGES OF OTHER GROUPS; MAJOR FACTOR THAT INFLUENCES PREJUDICE
- **Economics** - MAJOR FACTOR THAT DEVELOPED AND MAINTAINED RACISM THROUGHOUT THE WORLD

HOW CONFORMITY TO THE NORMS IMPACTS RACISM

- **Reference groups and reference attitudes**

  THE GROUP AGAINST WHICH OTHERS WILL BE MEASURED; SET THE NORMS AND STANDARDS FOR SOCIETY

- **Conformity**

  THE DOMINANT GROUP EXERTS PRESSURE FOR CONFORMITY TO ITS NORMS BY POSITIVE AND NEGATIVE MEANS

CONFORMITY IS REWARDED, ENCOURAGED, AND APPROVED

NONCONFORMITY RESULTS IN CORRECTIVE AND COERCIVE MEASURES (ie, WARNING, SCORN, RIDICULE, OSTRACISM, REJECTION, PHYSICAL ATTACK)

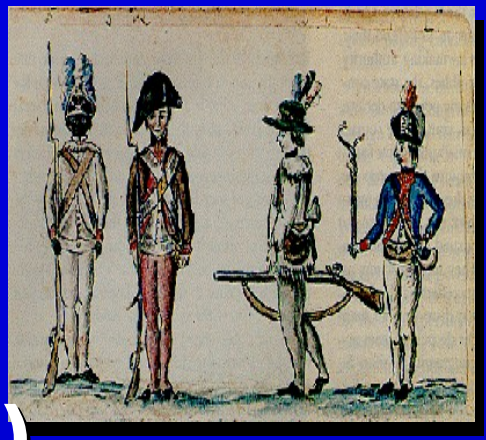
Dr. Allport's Levels of Intensity

- **Antilocution** - bad mouthing
- **Avoidance** - alienate, isolate
- **Discrimination** - policies, practices
- **Physical Attack** - assault, violence
- **Extermination** - kill/destroy them all

Dr. Terry's Control Diamond

- **Power** - THE DOMINANT GROUP REFUSES TO RELINQUISH OR SHARE THE POWER
- **Culture** - IMPOSES CULTURE OF THE DOMINANT CULTURE ON ANOTHER CULTURE
- **Policies** - MAINTAINS CLOSED, UNRESPONSIVE AND INFLEXIBLE POLICIES, PRACTICES, AND PROGRAMS
- **Resources** - NO EQUITABLE DISTRIBUTION OF RESOURCES

HISTORICAL ASPECTS OF RACISM IN THE MILITARY



- **COLONIAL PERIOD (1528-1774)**

- **Early legislation made no reference to race**

- **1639 -- a Bill excluded Blacks and Natives in some colonies from being provided with arms and ammunitions**

AMERICAN REVOLUTION (1775-1783)

- General Gates ordered – do not enlist any “strollers”, Negro or vagabond
- Slaves substituted for Whites who did not want to serve
- Indian tribes looked for the best chance of cultural and economic survival

A PROCLAMATION.

THE CIVIL WAR (1861-1865)

- 1861--Navy stops quota on Blacks
- 1862--Army creates segregated units commanded by White officers
- 1863--Bureau of Colored Troops formed
- Hispanics and Natives fought on both sides

THE INDIAN CAMPAIGN (1866-1890)

- Indians served as Scouts
- Indians referred to blacks as Buffalo Soldiers – a sacred name of honor
- Blacks assigned to 9th and 10th Cavalry & the 24th and 25th Infantry
- Black sailors served more in “domestic” positions

WORLD WAR I (1914-1918)

- Hispanic soldiers served in separate units by skin color
- 17,000 Native-Americans fought without citizenship
- The 92nd Division served under American white officers in France (often humiliated)
- The 93rd Division fought under the French officers (better treatment, better performance)
- Race Riots during and after the War; commonly referred to as “Red Summer”

WORLD WAR II (1941-1945)

- Japanese-Americans' classification changed after Pearl Harbor to 4C (Aliens)
- Filipinos had to register as Aliens and therefore could not serve
- No Black soldier received the Medal of Honor for this war <u>until 1997</u>

POST-WORLD WAR II (1946-1950)

- **Gillem Board – Created to establish an acceptable policy to integrate the military**
- **Executive Order 9981- Called for equality of treatment within the Armed Forces**
- **Fahy Committee – An action group that monitored the progress of the three services**

VIETNAM WAR (1959-1973)

- **Combat Forces more racially mixed**
- **Minority Officers placed in command positions**
- **Riots in the Military**

RECURRING THEMES FROM THE HISTORY OF RACISM IN THE MILITARY

- **Use them when we need them**
- **Place them where we can trust them**
- **Observe them closely**
- **Separate them when not needed**
- **Reject - Recruit – Reject**

LIMITED POSITIONS FOR MINORITIES IN THE MILITARY

- Were Assigned to Service Type Jobs
- Were Restricted to Enlisted Rank
- Limited participation in Elite Units

RACIAL PROBLEMS BEFORE & AFTER INTEGRATION

- **Riots**
- **Institutional Discrimination**
- **Personal Racism**
- **Promotions**
- **Punishment**
- **Assignments**

ADVERSE EFFECTS CREATED BY RACISM

- Ineffective use of abilities
- Adverse effect on national income
- Perception of deviant behavior
- Intergroup tension and violence
- Adverse effect on America's position in world affairs
- Denial, rationalization, reinterpretation, and blame only prolong the problem

STRATEGIES USED TO COMBAT RACISM

- Awareness
- Education
- Participation
- Memberships
- Legislation
- Mass Media
- Change
- Leadership

BOTTOM LINE ON RACISM

Racism is a taught and/or a learned behavior. Personal or individual racism is motivated by a belief or assumption of superiority or inferiority based on skin color.

The bottom line is: All leaders should focus their efforts and energy on training, mentoring, motivating, and inspiring all soldiers regardless of their race. Racism is wrong and has no place in today's military nor society.

FINAL THOUGHT

Although there has been substantial progress, racism and discrimination are very far from being eliminated. We should endeavor to correct them. We should not confine ourselves to the normative approach, but get down to the hard facts.

Leaders are the key. Leaders set the standard that creates an environment for others to excel. The climate and behavior of an organization is an indicator of the attitudes and actions demonstrated by its leaders.

SUMMARY

- Key Terms
- Development of Racism
- Conforming to the Norms
- Allport's Levels of Intensity
- The Control Diamond and Racism
- Historical aspects

SUMMARY (Cont)

- **Recurring Themes**
- **Limited Positions for Minorities**
- **Racial Problems Before and After**
- **Adverse Effects Created by Racism**
- **Strategies Used to Combat Racism**
- **Bottom Line**
- **Final Thought**

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